MANAGEMENT AND BUDGET





LISA WEBB SHARPE, DIRECTOR

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The Department of Management and Budget derives its legal authority from the Management and Budget Act, Act 431 of 1984, as amended. The department is the summation of the former Department of Administration, which was created by Act 51 of 1948, as well as functions that had been under the Office of the Governor, such as budgeting, that were transferred by Executive Order No. 1973-7.

The Department of Management and Budget is an interdepartmental service and management agency responsible for providing financial management, property management, capital facility development, procurement, retirement, and related benefits, employee benefits programs, accounting and payroll functions, and services to state agencies. The State Budget Director prepares, presents, and executes the state budget on behalf of the governor.

Under Executive Order 2007-30, issued May 24, 2007, and effective August 26, 2007, the Civil Service Commission now operates as an autonomous entity under the Department of Management and Budget, with its administrative powers vested in the State Personnel Director, the commission's principal executive officer.

The Office of Children's Ombudsman and the Office of State Employer are autonomous entities that are also housed in the Department of Management and Budget.

The director of the Department of Management and Budget, its deputy directors, and its staff provide program and policy direction for the department and monitor program execution to ensure efficiency and effectiveness of departmental operations. The Department of Management and Budget continues to focus on its commitment to meet the needs of the citizens of the state of Michigan, efficiently and effectively. The following organizational units administer the responsibilities of the department.

Audit Services conducts financial and operational audits and internal control reviews of Department of Management and Budget (DMB) offices, programs, and business processes, including the Offices of the State Budget, State Employer, and Children's Ombudsman. The bureau's mission is to improve the accountability for public funds, the internal control structure of the department and the overall effectiveness of DMB programs/operations. Through administrative partnership agreements, the bureau also provides all internal audit services to the departments of Information Technology, Treasury, Environmental Quality, and the Bureau of State Lottery.

Financial Services offers a broad range of services to DMB operating units, including accounting services, departmental procurement and accounts payable processing, financial analysis, business planning, management level reporting, performance measurement and management, automated billings, data collection and interfaces, and contract/lease management. Financial Services also provides accounting services to the Department of Information Technology and to the State Sponsored Group Insurance Fund (under the Civil Service Commission). In addition, Financial Services serves as audit liaison with the Auditor General's office.

Human Resources provides services important to employment in DMB, including traditional human resource support such as recruitment, classification, payroll and benefits, labor relations and leave administration. In addition, safety and health services are managed within this office. Human Resources is also responsible for coordinating employee recognition initiatives, including the annual employee recognition celebration and employee excellence awards program.

The *State Building Authority (SBA)* is the state's primary vehicle for financing major capital outlay projects, including colleges and universities. In addition, the SBA house the Risk Management Section, which provides state agencies with commercial insurance (with the exception of employee benefit-related insurance) and administers the Vehicle Self-Insurance Fund.

Business Services Administration (BSA) provides a diverse range of functions to state agencies and departments. BSA is divided into two distinct groups: Purchasing Operations and Agency Services.

Purchasing Operations buys goods and services on behalf of state agencies and departments. Governed by the motto "Integrity First, Quality Service Daily, Responsible Spending Always," the various teams and divisions within Purchasing Operations focus on competitively bidding solicitations to provide the best value to Michigan taxpayers. Training is offered tfor Michigan businesses that want to become state contractors. Additional support is provided to the State Administrative Board and local governments, school districts, colleges and universities, and non-profit hospitals.

Agency Services supplies state agencies, colleges, and universities with printing services, mainframe printing, mailing and transportation services, warehousing of goods, and processing of state and federal surplus. Vehicle and Travel Services manages fleet operations, including vehicle acquisition, maintenance, disposal, and fuel management services. The Travel Services unit provides cost effective, timely, and safe travel accommodations for state agency business travelers.

Facilities Administration manages and maintains office buildings throughout the State of Michigan, providing parking and security services for these DMB managed facilities. Facilities Administration also provides facility design and construction management services for state agencies and colleges and universities implementing infrastructure improvements and new construction projects. Facilities Administration strategically manages the state's portfolio of owned and leased space, providing agencies with services to meet changing space requirements, as well as handling land and surplus property dispositions.

Workforce Development and Retirement Administration administers retirement programs for Michigan's state employees, public school employees, judges, and state police. Organizational Support provides employee training and organizational development services.

Office of Children's Ombudsman (OCO)

The *Office of Children's Ombudsman* was created by the legislature in 1994 as an autonomous entity within the Department of Management and Budget. The ombudsman is appointed by, and serves at the pleasure of, the governor. The Children's ombudsman Act (PA 204 of 1994) provides that the OCO is responsible for monitoring and ensuring compliance with relevant statutes, rules, and policies pertaining to children's protective services and the placement, supervision, and treatment of children in foster care and adoptive homes.

Office of the State Employer

The *Office of the State Employer (OSE)* was created by Executive Order No. 1988-6 within the Department of Management and Budget. The director of the office is appointed by and serves at the pleasure of the governor. The office carries out the central labor relations responsibilities as the employer of the state classified work force; and represents the governor, the executive branch departments and agencies, and the legislative auditor general in all employee relations matters. The office is also responsible for all activities associated with workers' compensation, long-term disability, disability management, return to work, safety and health, health promotion, and employee services. The Office of Great Workplace Development was created within OSE to align state government cultures with our shared values to create a great place to do great work.

STATE ADMINISTRATIVE BOARD

Jennifer M. Granholm, Governor, Chairperson
John D. Cherry, Jr., Lieutenant Governor
Terri Lynn Land, Secretary of State
Mike Cox, Attorney General
Robert J. Kleine, State Treasurer
Michael P. Flanagan, Superintendent of Public Instruction
Kirk T. Steudle, P.E., Transportation Director

The **State Administrative Board** was created by Act 2 of 1921. The board exercises general supervisory control over the functions and activities of all administrative departments, boards, commissions, and officers of the state and of all state institutions. In addition, the board, through subsequent legislation, has many statutory responsibilities, including the approval of contracts and leases, investment of funds, travel regulations, and settlement of small claims against the state.

STATE BUILDING AUTHORITY BOARD OF TRUSTEES

	Term expires
ROBERT C. CARR (Chair)	Aug. 21, 2007
JOHN A. CLARK	Aug. 21, 2009
EHRLICH J. CRAIN	Aug. 21, 2009
Patrick J. Devlin	Aug. 21, 2010
MARK E. SCHLUSSEL	Aug. 21, 2008

Executive Director

DEBORAH M. ROBERTS

The **State Building Authority** was created by Act 183 of 1964, as amended. The authority is responsible for the construction or acquisition of facilities for use by the state and its agencies, through the issuance of lease revenue bonds. The bonds are retired through rent payments made by the state and other pledged resources. Bonds have been issued to provide needed capital outlay projects for higher education, community health, corrections, and general governmental functions. The program is also responsible for risk management activities.

The five members of the board are appointed by the governor, with the advice and consent of the senate, to serve four-year terms. Upon expiration of a term, a member may continue to serve until a successor is appointed.

MICHIGAN EXPOSITION AND FAIRGROUNDS AUTHORITY

	Agriculture	Term expires
PAT G. ALBRIGHT		Feb. 28, 2007
THOMAS G. COON, PH.D		Feb. 28, 2009
KENNETH J. DECOCK		Feb. 29, 2008
i	Business Community	
Edward Deeb		Feb. 28, 2007
	Public Members	
Elaine C. Driker		Feb. 29, 2008
Robert G. Porter		Feb. 28, 2007
	Organized Labor	
Mark T. Gaffney		Feb. 28, 2009

MICHIGAN EXPOSITION AND FAIRGROUNDS AUTHORITY (Cont.)

ex officio

DONALD KOIVISTO, Director, Department of Agriculture LISA WEBB SHARPE, Director, Department of Management and Budget

General Manager

STEVE JENKINS

Act 468 of 2004 created the **Michigan Exposition and Fairgrounds Authority** as a Type I public body corporate supervised and administered by the Department of Management and Budget and abolished the former Michigan Exposition and Fairgrounds Advisory Council created by Act 361 of 1978 and administered by the Department of Agriculture. The authority is governed by an 11-member board appointed to a term of three years by the governor who are subject to the advice and consent of the senate. The directors of both the Departments of Management and Budget and Agriculture serve as *ex officio* voting members of the board.

The authority is responsible for conducting the annual State Fair and other exhibits, programs, or events that promote all phases of Michigan's economy and demonstrate agricultural, industrial, commercial, educationl, entertainment, tourism, technological, cultural, and recreational pursuits. The authority's general manager, who is appointed by and serves at the pleasure of the governor, coordinates the administration of the exhibits, programs, and events.

JUDGES' RETIREMENT BOARD

	Active Judges	Term expires
ALTON DAVIS		March 31, 2009
	General Public	
Francis R. Spaniola		March 31, 2007
Chris J. Swope (Chair)		March 31, 2007

ex officio

GEORGE M. ELWORTH, for the Attorney General Vernon Johnson, for the State Treasurer

The **Judges' Retirement Board** provides policy direction pursuant to 1992 Act 234. The Judges' Retirement System provides for a retirement system for members of the supreme court, court of appeals, circuit courts, district courts, and certain state officials.

The board members are appointed by the governor with the advice and consent of the senate, to serve for four-year terms. Upon expiration of a term, a member may continue to serve until a successor is appointed.

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MICHIGAN PUBLIC SCHOOL EMPLOYEES RETIREMENT BOARD

	Term expires
GARY W. ALLEN	arch 30, 2009
IVY Y. BAILEY	arch 30, 2008
LENORE CROUDY	arch 30, 2008
Jeffrey S. Hoffman	arch 30, 2006
WILLIAM J. LAWSON, JR	arch 30, 2007
EDWIN E. MARTINSON	arch 30, 2008
RICHARD A. MONTCALM	
JOHN OLEKSZYK M	arch 30, 2010
DIANA R. OSBORN (Chair)	arch 30, 2009

MICHIGAN PUBLIC SCHOOL EMPLOYEES RETIREMENT BOARD (Cont.)

	Term expires
MARTHA K. PICHLA	March 30, 2009
MARC G. WHITEFIELD	March 30, 2008

ex officio

Dr. Jeremy Hughes, designee, Superintendent of Public Instruction

The **Michigan Public School Employees' Retirement Board** provides policy direction pursuant to 1980 Act 300. The Michigan Public School Employees' Retirement System provides for a retirement system and health insurance benefits for public school, community college, and certain university employees.

The board members are appointed by the governor, with the advice and consent of the senate, to serve for four-year terms. Upon expiration of a term, a member may continue to serve until a successor is appointed, but not to exceed four years.

STATE EMPLOYEES' RETIREMENT BOARD

Employee Members	
of the Retirement System	Term expires
H. DAVID DEKKER	July 31, 2008
HARRY POSNER	July 31, 2009
State Retirees	
Douglas Drake (Chair)	July 31, 2007
Calvin L. Frappier, II	July 31, 2009

ex officio

GEORGE M. ELWORTH, for the Attorney General
VERNON JOHNSON, for the State Treasurer
D. DANIEL MCLELLAN, for the State Personnel Director
CRAIG MURRAY, for the Deputy Auditor General
JOHN SCHOONMAKER, for the Commission of Financial and Insurance Services

The **State Employees' Retirement Board** provides policy direction pursuant to 1943 Act 240. The State Employees' Retirement System provides for a retirement system and health insurance benefits for all employees of the state, including employees of the legislative and judicial branches.

The board members are appointed by the governor to serve for three-year terms.

STATE POLICE RETIREMENT BOARD

Officer Member of Retirement System;	1	
Rank of Sergeant or Below	Term expires	
SGT. RICHARD M. HALE (Chair)	Dec. 31, 2009	
Officer Member of Retirement System; Rank of Lieutenant or Above		
Lt. Joseph A. Thomas	Dec. 31, 2007	
Retirant		
DIANE M. GARRISON	Dec. 31, 2008	

STATE POLICE RETIREMENT BOARD (Cont.)

General PublicTerm expiresSALLY B. CORBINDec. 31, 2009

ex officio

Capt. Christopher Lewis, for the Director, Department of State Police George M. Elworth, for the Attorney General Vernon Johnson, for the State Treasurer Craig Murray, for the Deputy Auditor General Jan Miller, for the Director, Office of State Employer, Department of Management and Budget

The **State Police Retirement Board** provides policy direction pursuant to 1986 Act 182. The State Police Retirement System provides for a retirement system and health insurance benefits for state police officers who have subscribed to the constitutional oath of office.

The board members are appointed by the governor to serve for three-year terms.

MICHIGAN VETERANS' MEMORIAL PARK COMMISSION

General Public	Term expires
Lt. Col. Gail Anthony (Chair)	Dec. 18, 2007
KENNETH D. BING	Dec. 18, 2006
Dan Inglis	Dec. 18, 2008
Pamela Vacketta	Dec. 18, 2006

Department Director or Designee

LISA WEBB SHARPE, Director, Department of Management and Budget THOMAS CUTLER, Director, Department of Military and Veterans Affairs and Adjutant General of Michigan

The **Michigan Veterans' Memorial Park Commission** was created in the Department of Management and Budget by Executive Order No. 2001-10 to oversee the completed Vietnam Memorial Monument and the Michigan Veterans' Memorial Park. The commission consists of seven members. Five are members of the general public appointed by the Governor to serve three-year terms, and the remaining two are the directors or directors' designees of the Department of Military and Veterans Affairs and the Department of Management and Budget.

OFFICE OF THE STATE BUDGET

Bob Emerson, State Budget Director George W. Romney Building 111 S. Capitol Avenue Lansing, Michigan 48913

The *Office of the State Budget* is responsible for coordinating all executive budget activities, including development of the executive budget recommendation, presentation of the budget to the legislature and implementation of the budget after enactment. The State Budget Director is appointed by the governor and is a member of the governor's cabinet. The State Budget Director serves as the governor's advisor on fiscal matters and also oversees the state's accounting and payroll functions, the state's financial management system, and the Center for Educational Performance and Information (CEPI).

The **Budget Development Section** is responsible for preparation and dissemination of the executive budget, including administration of information systems required to support the budget's

development. The office prepares transfer and supplemental appropriation requests for submission to the legislature and monitors their progress through the review and approval process.

The *Office of Education and Infrastructure* is responsible for developing and analyzing the portions of the budget related to education, transportation, and economic development issues. These budgets include the School Aid budget for K-12, the Department of Education, state universities, financial aid, community colleges, and the departments of Labor and Economic Growth and Transportation. The Office of Education and Infrastructure is also involved in analyses and approval of all capital outlay projects.

The *General Government Section* is responsible for budgetary analysis of general government operations, including the departments of Attorney General, Civil Rights, Information Technology, Management and Budget, State and Treasury as well as the legislature and Executive Office.

The *Office of Health and Human Services* is responsible for preparation of the executive budget for health and human services programs. This includes the Department of Community Health, the Department of Human Services, and other health-related expenditures of state government, such as health care costs for active workers, retired workers, and retired school personnel.

The *Office of Public Protection and Resources* is responsible for developing the executive budget for criminal justice components of the state budget, including the departments of Corrections, Military and Veterans Affairs, State Police, and the Judiciary. The office also analyzes state programs concerning environmental and resource management and food safety issues and prepares executive budget recommendations for the departments of Natural Resources, Environmental Quality, and Agriculture.

The *Office of Planning and Local Government* is responsible for developing the executive budget for the state revenue sharing program. On behalf of the State Budget Office, this office conducts various planning and administrative management activities and serves as the liaison with the Attorney General's office and the governor's legal counsel on legal issues.

The **Office of Financial Management** has overall responsibility for the state's accounting and payroll functions and related systems. The office is responsible for performing central accounting and payroll control activities; developing and issuing statewide accounting policies; maintaining the central vendor/payee file; advising state agencies on the application of generally accepted accounting principles and the use of the state accounting system; monitoring compliance by agencies with state accounting policies; and preparing periodic financial reports, including the *State of Michigan Comprehensive Annual Financial Report*.

The *Center for Educational Performance and Information (CEPI)* is part of the Office of Education and Infrastructure and is responsible for collecting and reporting data about the performance of Michigan's public schools and students. It is responsible for managing the state's association with Standard & Poor's School Evaluation Services (SES). The center works in collaboration with the Michigan Department of Education (MDE) and other state agencies, such as the Department of Treasury and the Department of Labor and Economic Growth, to combine all educational data into the Michigan Education Information System (MEIS) and to eliminate duplicate reporting requirements.

STATE PERSONNEL DIRECTOR

James D. Farrell Capitol Commons Center 400 S. Pine Street Lansing, MI 48913

Executive Order 2007-30, issued May 24, 2007, and effective August 26, 2007, consolidated human resources operations within state government under the Civil Service Commission and abolished the former Department of Civil Service. The Civil Service Commission now operates as an autonomous entity under the Department of Management and Budget, with its administrative powers vested in the State Personnel Director, the commission's principal executive officer. The Board of Ethics and the State Officers Compensation Commission were also transferred to the Department of Management and Budget and maintain their constitutional and/or statutory responsibilities and authority. The Civil Service Commission continues to provide administrative functions to both the board and commission.

The Civil Service Commission, through the State Personnel Director and staff, has overall responsibility for regulating conditions of employment for classified civil service workers in all of the departments of the executive branch of state government.

The governor appoints the commission members to serve for staggered terms of eight years. The commission in turn, appoints the State Personnel Director.

CIVIL SERVICE COMMISSION

	Term expires
F. THOMAS LEWAND, Birmingham (Chair)	Dec. 31, 2012
SHERRY L. McMillan, Walled Lake	Dec. 31, 2010
Bryan Waldman, Okemos	Dec. 31, 2014
VACANCY	

The state civil service merit system was introduced into state government by Act 346 of 1937, provided for in 1941 by an amendment to the Constitution of 1908, and currently provided for in article XI, section 5, of the Constitution of 1963. The commission is responsible for ensuring that candidates are qualified for state employment on the basis of merit, efficiency, and fitness; classifying all positions in the classified service; establishing rates of pay for these positions; reviewing and approving or disapproving disbursements for personal services; making rules and regulations covering all personnel transactions; and regulating all conditions of employment in the classified service.

One of the commission's responsibilities is to maintain a trained corps of career employees who carry on the work of state government regardless of changes in political leadership. The objective is to assure all Michigan citizens of a work force competent to perform the business of state government with nonpartisan efficiency.

The provisions of the Constitution of 1963, effective January 1, 1964, define the state civil service as "...all positions in the state service except those filled by popular election, heads of principal departments, members of boards and commissions, the principal executive officer of boards and commissions heading principal departments, employees of courts of record, employees of the legislature, employees of the state institutions of higher education, all persons in the armed forces of the state, eight exempt positions in the Office of the Governor, and within each principal department, when requested by the department head, two other exempt positions, one of which shall be policy-making. The Civil Service Commission may exempt three additional positions of a policy-making nature within each principal department."

The Civil Service Commission is organized into the following: the Executive Office, Human Resource Services, Employment Information and Career Planning, Detroit Regional Office, Compensation and Human Resource Training and Development, Compliance and Internal Audit, Technical Complaints, Hearings, Employee Relations and Media, Personal Services Review, Employee Benefits, Human Resource Operations, and MI HR Service Center.

The *Executive Office* is headed by the State Personnel Director. The State Personnel Director is the only classified director in the executive branch, hired by the Civil Service Commission. Many of the administrative functions of the commission are effectively delegated to the State Personnel Director. The State Personnel Director promulgates regulations to further implement rules created by the Civil Service Commission. The Executive Office includes the Office of the General Counsel, which serves as legal counsel to the Civil Service Commission, issues and maintains official publication of the civil service rules and regulations, and supports the Employment Relations Board.

The *Human Resource Services* office is responsible for the development and administration of processes for classifying and selecting state employees. Cross-trained teams are assigned to service specific agencies in the areas of recruitment, classifications, evaluation, agency reorganizations, student programs, and employment list processing.

The *Employment Information and Career Planning* office provides career information and planning services to job seekers throughout the state. This office also develops on-line materials on resume writing, interview tips, career ladders, and other references to assist job seekers.

The *Detroit Regional Office* provides career information and planning services to job seekers in the Detroit metropolitan area. The Detroit office also provides testing services for job applicants.

The *Compensation* division maintains the state's compensation plan, which entails establishing rates of pay, leave time, and performance management systems for all classified employees. This area also maintains state classified work force data and assists the State Officers' Compensation Commission in executing its duties.

The *Office of Human Resource Training and Development* designs and implements training and development programs to enhance the skills of state employees at all levels. The office provides statewide generalized training on numerous topics and assists all state departments in the development of agency-specific training. Services include the provision of guidance, coordination, consultation, and policy direction to departments in areas directly related to improving the performance of state government.

The *Office of Compliance* monitors and reviews Civil Service-delegated agency human resource personnel and payroll transactions involving classified employees and contractual personal services. The Office of Compliance conducts reviews on a real-time basis. Reviews include selection and related personnel activities, classification, payroll and performance activities, and disbursements for personal services.

The *Hearings, Employee Relations and Media* section provides neutral dispute resolution services for many different aspects of labor and management relations. Services include adjudicating non-exclusively represented employee grievances and unfair labor practice charges, conducting representation elections to determine exclusive representation rights, and providing mediation to assist in resolving collective bargaining disputes, employee grievances, and unfair labor practice disputes.

The *Office of Technical Complaints* reviews and prepares decisions on complaints filed by appointing authorities, employees, applicants, and bargaining unit representatives who are appealing staff decisions in the areas of classification, selection, and requests to approve disbursements for personal services.

The **Personal Services Review** office reviews and approves or disapproves departments' requests to disburse funds for personal services. This office also provides monthly and annual reports to the legislature on departmental contracting and expenditures for personal services.

Employee Benefits is charged with the responsibility of overseeing the state's employee health, dental, vision, and life insurance plans for active and retired employees and maintaining vendor contracts with all benefit insurance carriers.

The *Human Resource Operations* office oversees the state's HR information system, which integrates the delivery of payroll, personnel, and employee benefits. The HR Operations division is charged with monitoring system capabilities, maintaining the system, and adapting the system to streamline business processes. The Human Resources Management Network (HRMN) system also enables employees to access their personnel information and make adjustments to records.

The *MI HR Service Center* provides a single point of contact to all state employees for routine HR questions, transactions, and on-line self-service and knowledge base assistance. The call center was implemented in 2004, and will continue to assume additional transaction processing activities to further consolidate and standardize human resource transactions.

EMPLOYMENT RELATIONS BOARD

	Term expires
WILLIAM BRAMEN	April 30, 2007
RICHARD WARNER	April 30, 2008
Susan Zurvalec (Chair)	April 30, 2009

The Civil Service Commission created the *Employment Relations Board (ERB)* to assist the commission in several of its duties. The ERB consists of three members appointed by the commission and paid on a per diem basis. The ERB sits as a panel to hear matters and to make recommendations for action to the commission.

Grievances and Technical Grievances. Nonexclusively represented employees with a grievance against their employer or civil service may be entitled to a review by a civil service hearing officer. The decision of that hearing officer can be appealed to the ERB and commission. The ERB sits as an appellate panel to hear appeals and to recommend action by the commission. The commission then acts to approve, reject, or modify the ERB's recommendation.

Collective Bargaining Impasse Panel. If the Office of the State Employer (OSE) and a union cannot reach a negotiated agreement, they may submit their dispute to the ERB for resolution. The ERB sits as a panel to hear and decide all impasse issues. The ERB then makes a recommendation for resolution to the commission. The commission then acts to accept, reject, or modify the impasse recommendation of the ERB.

Coordinated Compensation Plan. The ERB also sits to hear proposals from the governor and non-union employees for pay and benefit changes for employees not covered by collective bargaining. The ERB annually issues a coordinated compensation recommendation for pay and benefit changes for the nonexclusively represented employees. The commission then acts to accept, reject, or modify the pay recommendations of the ERB.

STATE BOARD OF ETHICS

	Term expires
Frederick Dillingham, Howell	. Feb. 7, 2008
Mark R. Fox, Okemos	. Feb. 7, 2011
H. LYNN JONDAHL, Okemos (Chair)	. Feb. 7, 2007
Frank J. Kelley, Lansing	. Feb. 7, 2008
JOHN D. PIRICH, Lansing	. Feb. 7, 2009
MILO (MIKE) PUMFORD, Newaygo	. Feb. 9, 2009
RABBI PAUL YEDWAB, West Bloomfield	. Feb. 7, 2008

ex officio

MIKE Cox, Attorney General James D. Farrell, State Personnel Director

The **State Board of Ethics** was created by Act 196 of 1973. The board is authorized to receive complaints concerning alleged unethical conduct by a public officer or employee from any person or entity, inquire into the circumstances surrounding the allegation, and make recommendations concerning individual cases to the appointing authority with supervisory responsibility for the person whose activities have been investigated. The function of the board is advisory and the board is not empowered to take direct action against any person or agency. State officers and employees may request advisory opinions from the board concerning whether specific factual situations are in harmony with the Act.

The seven members of the board are appointed by the governor, with the advice and consent of the senate, to serve for terms of four years. Upon expiration of a term, a member may continue to serve until a successor is appointed.

STATE OFFICERS' COMPENSATION COMMISSION

Term expires
DAVID L. BALAS, SaugatuckJune 30, 2010
GARY G. CORBIN, East Lansing June 30, 2008
PENNY L. DEITCH, Bingham Farms June 30, 2008
Belda P. Garza, DetroitJune 30, 2010
REV. JAMES HOLLEY, Detroit
LARRY L. LEATHERWOOD, Lansing June 30, 2008
Basil T. Simon, Grosse Pointe ParkJune 30, 2010

The **State Officers' Compensation Commission** was created by a 1968 amendment to article IV, section 12, of the Constitution of 1963 and implemented by Act 357 of 1968. A constitutional amendment approved August 6, 2002, effective September 21, 2002, modified the commission's scope of responsibility. The commission is assigned to the Civil Service Commission for purposes of administration, budgeting, procurement, and related management functions.

Subject to the legislature's ability to amend the commission's determinations, the commission determines the salaries and expense allowances of the members of the Legislature, Governor, Lieutenant Governor, Attorney General, Secretary of State, and Justices of the Supreme Court. The commission's determinations take effect for the legislative session that begins immediately after the general election that follows approval of the determinations by concurrent resolution adopted by a majority in each house.

The seven members of the commission are appointed by the Governor. Members' qualifications may be determined by law.